

**2013 FCC EEO Public File Report for Charter Communications
12448 - CM Sheboygan Cnty WI**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 4
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 19

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State WI
FCC Unit 12448 - CM Sheboygan Cnty WI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1204010	Ad Account Executive I	Simply Hired	1	0
		Referral -Lisa Neumann	1	1
		Referral - Mary Mooney	1	0
		Referral - Laura Beaton	1	0
		Internal Career Portal	0	0
		External Career Portal	0	0
		Direct Employers	0	0
		Monster.com	0	0
1204010 Total			4	1
1204795	Ad Account Executive I	Internal Career Portal	0	0
		External Career Portal	0	0
		Direct Employers	0	0
		Referral - Jeff Schultz	1	1
		Ranken Technical Job Fair	0	0
		Wisconsin Private Colleges Consortium	0	0
		Hero2Hired	0	0
1204795 Total			1	1
1301739	Ad Account Executive I	Google.com	1	0
		Referral	1	1
		Wisconsin Job Board	1	0
		Internal Career Portal	1	0
		External Career Portal	0	0
		Direct Employers	0	0
		Ranken Technical Job Fair	0	0
		Hero2Hired	0	0
		Referral - Kirt Schubring	1	0
		Referral - Lisa Neumann	1	0
1301739 Total			6	1
1204999	Sales Support Coordinator	Indeed.com	2	0
		Job Center of Wisconsin	1	0
		sheboygan jobs	1	0
		LinkedIn Jobs	1	0
		Internal Career Portal	1	0
		External Career Portal	1	0
		Direct Employers	0	0
		Ranken Technical Job Fair	0	0
		Hero2Hired	0	0
		Job Board	1	1
1204999 Total			8	1
Grand Total			19	4

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	2
External Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	1
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Ranken Technical Job Fair	4431 Finney Ave	St Louis, MO, 63113	Janie Summers	314-286-3665	NO	0
Monster.com	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	0
Wisconsin Private College Consortium	http://www.myconsortium.com/wipcccjobs/employer/				NO	0
Simply Hired*					NO	1
Referral*					NO	7
Google.com*					NO	1
Wisconsin Job Board*					NO	1
Indeed.com*					NO	2
Job Center of Wisconsin*					NO	1
Sheboygan Jobs*					NO	1
Job Board*					NO	1
LinkedIn*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/4/13-6/6/13 & 8/20/13-8/22/13	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills
5	PSS Training	5/21-5/23/2013 – Traverse City, MI & 7/23-7/25 - Portland, OR & 8/13-8/15/13 - Helena, MT	Sales Training designed to increase sales executives knowledge of tactics